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UNIT LEADERSHIP DEVELOPMENT PROGRAM UPDATE

In ALCOAST 057/05, the Commandant announced the Coast Guard's Unit Leadership Development Program (ULDP). Although the means for delivery of this system uses new high-tech methods, the concepts of leadership and professional development are not new to our organization. From the time the first revenue cutter put to sea, leadership training and the professional development of crews has always occurred at the unit level . . . "on the deck plates." The ULDP aims to provide meaningful assistance, more consistency, and greater organizational focus in this critical undertaking.

On 1 July 2005, use of the ULDP becomes mandatory for all Coast Guard units. By mandatory, we mean that every unit will use the valuable tools and framework offered by the ULDP to continue to do what the Coast Guard has done for nearly 215 years – train and develop our next generation of leaders in the places they can be found accomplishing our missions . . . on our cutters, small boats, and hanger-decks or in our command centers, machine shops, and offices. As the Commandant recently stated, *"Leadership is an all hands evolution. . . . the success of our service will be determined by the leadership skills of everyone from Seaman to Admiral."*

The ULDP is for all hands. It is ready for use now, but remains a work in progress as we continue to develop sophisticated learning activities for each of the Coast Guard's leadership competencies together with other leadership resources, tools and job aids. We aim to ultimately create a vigorous archive of learning activities supported by an equally robust resource library. In addition to the initial leadership competency-based learning activities, a crew survey, action plan job aid and an automated system of individual development plans (IDP) are all part of the ULDP. The initial IDP system addresses the needs of our first-term enlisted personnel and our civilian workforce.

Thus far, over 450 units have logged in and designated a point of contact to spearhead the use of the ULDP. Over 30 ULDP coaches have also been certified to assist units, providing the "high touch" to go along with the "high tech." Feedback from these initial users has already been incorporated into ULDP further development. The ULDP truly enhances and supports the Coast Guard's leadership culture by leveraging the incredible power of the worldwide web to support the leadership training and professional development that occurs on-the-job at every unit and workgroup on a daily basis. The intent is to reinforce what we teach in our resident leadership programs such as LAMS and at the CPOA by making the tools and materials available to incorporate the same concepts into our "deck plate" leadership program. By utilizing the ULDP, now and as it becomes more fully developed, each of us are investing in the future of the Coast Guard.

If you aren't one of the 450 units already using the ULDP, you need to get onboard. To access the ULDP, visit the Website: [HTTP: //Learning.USCG.mil](http://Learning.USCG.mil).

Questions regarding the ULDP can be addressed to ULDPHelpdesk@cga.uscg.mil

Regards,

RADM Kenneth T. Venuto
Ken Venuto

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